

**Memorandum of Understanding
Between
The Evergreen State College
And the
Washington Federation of State Employees,
Student Support Services Staff Union**

The Evergreen State College (employer) and the Washington Federation of State Employees (WFSE), AFSCME Council 28, AFL-CIO (Union) Student Support Services Staff Union (SSSSU), agree to modify Article 9, Sections 9.4 and 9.5 of the 2017-2019 Collective Bargaining Agreement as follows:

9.1 Union Dues/Fees

- A. When an employee provides written authorization to the College, the Union has the right to have deducted from the employee's salary, an amount equal to the fees or dues required to be a member of the Union. The College will provide payments for all said deductions to the Union at the Union's official headquarters each pay period.
- B. Forty-five (45) calendar days prior to any change in dues and/or fees, the Union will provide notice to the College, with a copy to the Office of Financial Management, Labor Relations, of the percentage and maximum dues and/or fees to be deducted from the employee's salary.

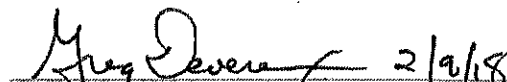
9.4 The College agrees to deduct the membership dues, agency shop fee, non-association fee, or representation fee from the salary of employees who request such deduction in writing within thirty (30) days of the receipt of a properly completed request submitted to the appropriate payroll office. Such request will be made on a Union payroll deduction authorization card. The Employer will honor the terms and conditions of each employee's signed membership card.

9.5 ~~Dues/Fees Cancellation~~

An employee may cancel payroll deduction of ~~dues/fees~~ by written notice to the College and the Union. Every effort will be made to make the cancellation effective on the first payroll, and not later than the second payroll, after timely receipt of the notice. However, the cancellation may cause the employee to be terminated, subject to Subsection 9.3, above.

The effective date of this MOU is the date it is signed by both parties to this agreement, below.


For the Employer _____ Date 2/8/18


For the Union _____ Date 2/9/18